

BRYN MAWR



1885

1920

Building
for the
Nation



· The Library Cloisters ·

- Verner Venn Bailey -

How Bryn Mawr's Present Endowment is Invested

1. Endowment invested in Income Producing Real Estate.

(1) Founder's Endowment:—	
Halls of Residence; Merion, Radnor, Denbigh, Pembroke, East and West	\$393,963.54
Cartref (Former President's House).....	16,600.00
(2) Founder's Endowment, Gifts and College Income:—	
Yarrow, East and West.....	16,646.99
Professors' Houses, including Trefa and Aelwyd.....	75,168.05
(3) John D. Rockefeller Gift (Rockefeller Hall).....	247,053.00
Total invested in Income Producing Buildings for Students and Faculty.....	\$749,431.58

2. Endowment invested in Income Producing Securities.

(1) Founder's Endowment (balance after expenditures of \$772,871.31 for land and buildings).....	391,700.00
(2) 1908 Alumnae Gift to endow Charlotte Angas Scott Alumnae Chair of Mathematics	100,000.00
(3) 1910 Alumnae Gift to Academic Endowment to secure \$250,000 from General Education Board.....	150,000.00
(4) 1910 From General Education Board.....	250,000.00
(5) 1910 From Executors of Phebe Anna Thorne for endowment of Phebe Anna Thorne Model School (\$100,000 was used to aid in securing the preceding \$250,000).....	150,000.00
(6) 1911 Legacy from Justus C. Strawbridge, Trustee.....	10,000.00
(7) 1912 From Estate of Carola Woerishoffer of the Class of 1907.....	750,000.00
(8) 1914 Proceeds of May Day Fete for Endowment.....	2,600.00
(9) 1916 Legacy from Albert K. Smiley, Trustee.....	158,782.00
(10) 1916 Legacy from Elizabeth S. Shippen of Philadelphia.....	1,000.00
(11) 1917 Gift from George Everett Haskell to endow Margaret Kingsland Haskell Chair of English Composition (still in hands of Trustees, etc.).....	2,000.00 100,000.00
(12) 1918 From Alumnae Association to endow Mary Elizabeth Garrett Chair of English (still in hands of Alumnae Association, but income used to raise salaries of Associate Professors from a maximum of \$2,000 to \$2,500).....	100,000.00
(13) 1895-1918 Gifts for the Endowment of Fellowships and Scholarships (14 gifts in all).....	106,500.00
(14) 1895-1916 Gifts for purchase of Books for the Library	7,050.00
Difference between cost and par value of Securities in which part of above endowment funds are invested.....	106,759.42
Total par value of Securities.....	\$2,384,391.42
Total Income Producing Endowment.....	\$3,133,823.00

1. Investment in Non-income Producing Buildings.

(1) 1884 Portion of Founder's Gift used for Grounds.....	\$23,000.00
(2) 1897 Portion of Founder's Gift used for Buildings which include Taylor Hall, the chief lecture building, and the old Gymnasium, which is now torn down.....	138,199.05
(3) 1893 Dalton Hall, the science building, given by Friends and Alumnae	71,605.00
(4) 1904 Central Power Plant for heating and lighting, given by John D. Rockefeller	213,354.00
(5) 1906 The Deanery (President's House) rebuilt and furnished by Mary Elizabeth Garrett.....	129,953.00
(6) 1907 Library, given by Friends and Alumnae to secure gifts from Mr. Rockefeller.....	318,971.00
(7) 1909 New Gymnasium, rebuilt with gift from Students and Alumnae	38,465.00
(8) 1910 Swimming Pool, gift of Cynthia Wesson, Class of 1909.....	7,614.00
(9) 1913 Infirmary, built from gifts of Class of 1905 (\$24,368), Mary Elizabeth Garrett (\$15,000), and College Income (\$6,889)...	47,157.00
(10) 1906-1919 Fund for Students' Building, not yet complete.....	27,717.00
Total Investment in Buildings (non-income producing).....	\$1,016,035.05

2. Investment in Equipment, from Founder's Gift and other gifts.

(1) Library, Books	\$205,742.05
(2) Scientific Apparatus.....	80,142.87
(3) Geological Collection (Rand Collection).....	10,940.00
(4) Furniture for Academic Buildings.....	46,553.75
Total Investment in Equipment (non-income producing)	\$343,378.67

TOTAL INVESTMENT IN ACADEMIC BUILDINGS AND EQUIPMENT (non-income producing) \$1,359,413.72



AT NO TIME in history has there been as great a need as now for the product of American colleges—trained minds to grapple with the complex and weighty problems of the hour.

Social reconstruction is calling for the guidance of far-sighted and high-minded citizenship to lead the way to order out of turmoil. The future depends on the men and women who think.

The mission of the colleges is to supply these men and women.

On the women's colleges rests a special responsibility. The demands of the war called American women into new and arduous fields of service; the no less urgent demands of peace, and the new duties following on the extension of the franchise call for even more earnest dedication of the lives of our women citizens to the cause of the common good. In public and in private life, more and more are we relying on the constructive influence of women's trained intelligence. The reliance must not be in vain.

The colleges must not be deprived of the power to contribute to the best development of our young womanhood. Bryn Mawr, which has so far upheld, in the face of almost overwhelming difficulties, its standard of faithfulness and real achievement, must not now be forced to lower that standard.



Rockefeller Hall.
Owl Gateway.

Wm. H. H. 1914

Colleges cannot borrow

A college cannot sell stock to the public. The return on money invested in it is not made in dollars and cents; it comes in the form of increased human efficiency, more vigorous action, broader understanding.

It is intangible and priceless. The money given to a college is given freely, for the sake of this intangible return, by men and women who recognize the worth to America of what the college produces.

What Bryn Mawr produces

Bryn Mawr has always required a type of scholarship which is at once broad and thorough. Its aim has been the student's complete intellectual and personal development. The world today needs the woman who has learned to be herself, her whole self, her best self; sane and well-balanced; having her intelligence warmed with sympathy and her sympathy controlled by intelligence. To produce such women has been the ideal of Bryn Mawr. Her strug-

gles not to fall below that ideal of achievement have been heroic.

She is proud today of her graduates, of their service and of their influence in public and in private life. She asks only to be enabled to keep faithful to her vision, at this time when the world needs, as never before, a body of women who have learned to combine competence with might and efficiency with spirituality.

Why you should give to Bryn Mawr

The appeal for funds for Bryn Mawr to overcome this deficit is made through the alumnae and former students. Every woman who has been to Bryn Mawr has received from the college much for which there was no cost to her. In the thirty-five years the college has been open the total cost of operating in excess of amounts paid by students for tuition and the income from dormitories and other income-producing houses on the campus, has been \$1,886,874, nearly the amount the alumnae are now asked to raise.

Bryn Mawr cannot continue to do this work with an increasing financial deficit.

She cannot in justice to her ideals of liberal education raise tuition fees, although the academic cost is \$316 a year more than the tuition fee. She must either have more money or limit her work.

The deficit was \$7139 in 1915. It was \$45,540 in 1919, although every possible item of expense had been held down. But a glance at the tables of expenditures shows how nearly every item has increased.

WHY SALARIES SHOULD BE ADVANCED

THE COST OF LIVING HAS ADVANCED 76% IN FOUR YEARS THE AVERAGE SALARY OF FULL-TIME, REGULAR, RESIDENT TEACHERS HAS ADVANCED 8½% IN FOUR YEARS			
	Average Salaries Paid in 1914-1915	Average Salaries Paid in 1918-1919	Per Cent Increase in Four Years
Full Professors	\$2964.29	\$2993.48	9/10 of 1
Associate Professors	2100.96	2380.00	13
Associates	1522.81	1533.33	6/10 of 1
Instructors	1331.67	1400.00	5/10 of 1
Average	2069.35	2246.15	8½

Professors, Associates, and Instructors have received practically NO ADVANCE in salary.

Advance in position from grade to grade has been practically the only method of increasing salaries.

The lower paid full teaching group now average only \$1400.

The maximum salary paid at Bryn Mawr College is \$3000.

SALARY NECESSARY TO MEET THE ADVANCE IN
THE COST OF LIVING

Item of Expenditure	Per cent of Expenditure for each Item Budget of \$2500	Apportionment of Average Professor's Salary 1914-1915	Per cent of Increase in Cost of Living Dec., 1914- June, 1919, for each Item	Amount of Increase 1914-1919	Salary of Professor neces- sary to meet the increase in prices in 1919
FOOD.....	34.8	\$1031.57	75.5	\$778.84	\$1810.41
CLOTHING.....	20.4	604.72	135.9	821.81	1426.53
RENT.....	10.6	314.21	11.3	35.51	349.72
FUEL—LIGHT.....	4.1	121.54	43.3	52.62	174.16
FURNITURE AND FURNISHINGS.....	5.4	160.07	117.8	188.56	348.63
SUNDRIES.....	24.7	732.18	71.2	521.31	1253.49
ALL ITEMS.....	100.0	\$2964.29	—	\$2398.65	\$5362.94

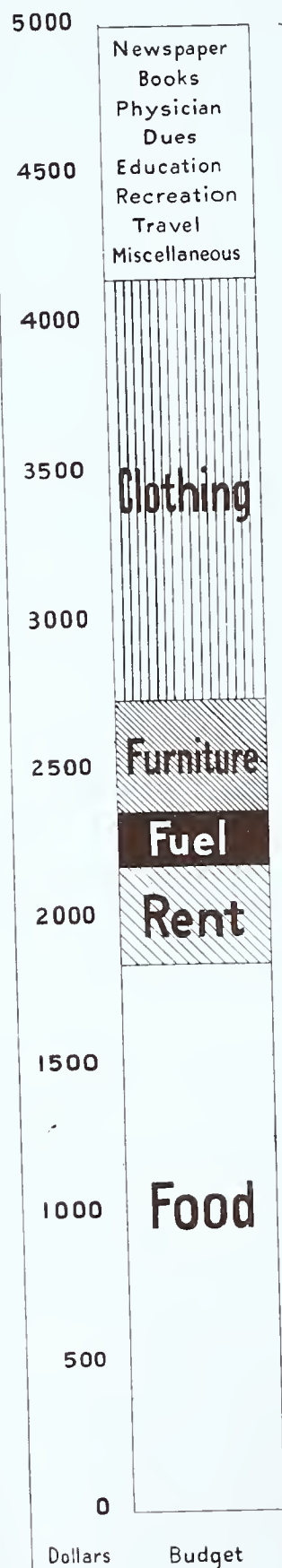
See United States Bureau of Labor Statistics, Monthly Labor Review, August, September and December, 1919. These apportionments can be suggestive only as the budgets studied by the government came from industrial centres and not from college communities, and as the per cent of expenditures secured in 1919 must be applied to a 1914-1915 salary. The increase in all items of expenditure is given by the Government as 76.2%.

The professor has never had sufficient income to meet necessary expenses and save adequately.

Today the professor must reduce his expenditures for clothing by more than three-fourths and can have no money for health, education, recreation, or the simple sundry necessities.

The total increase in the professor's expenses should be \$2398.65.

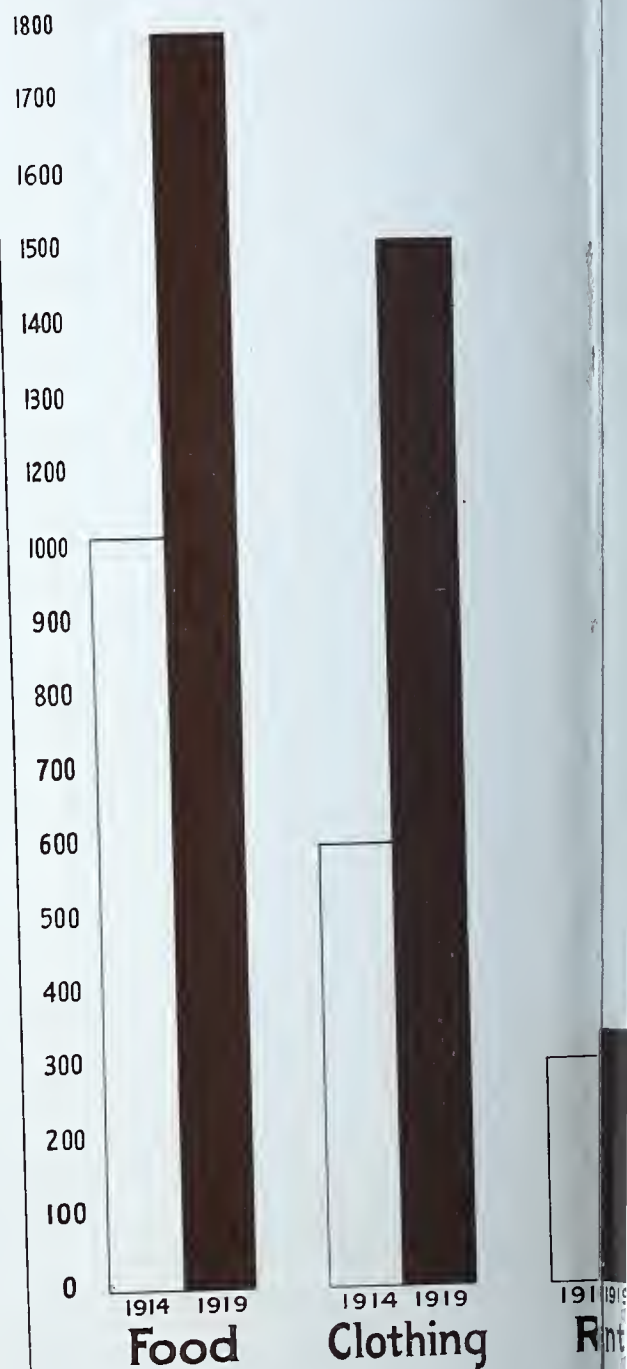
The total average increase in the professor's salary has been \$29.19.



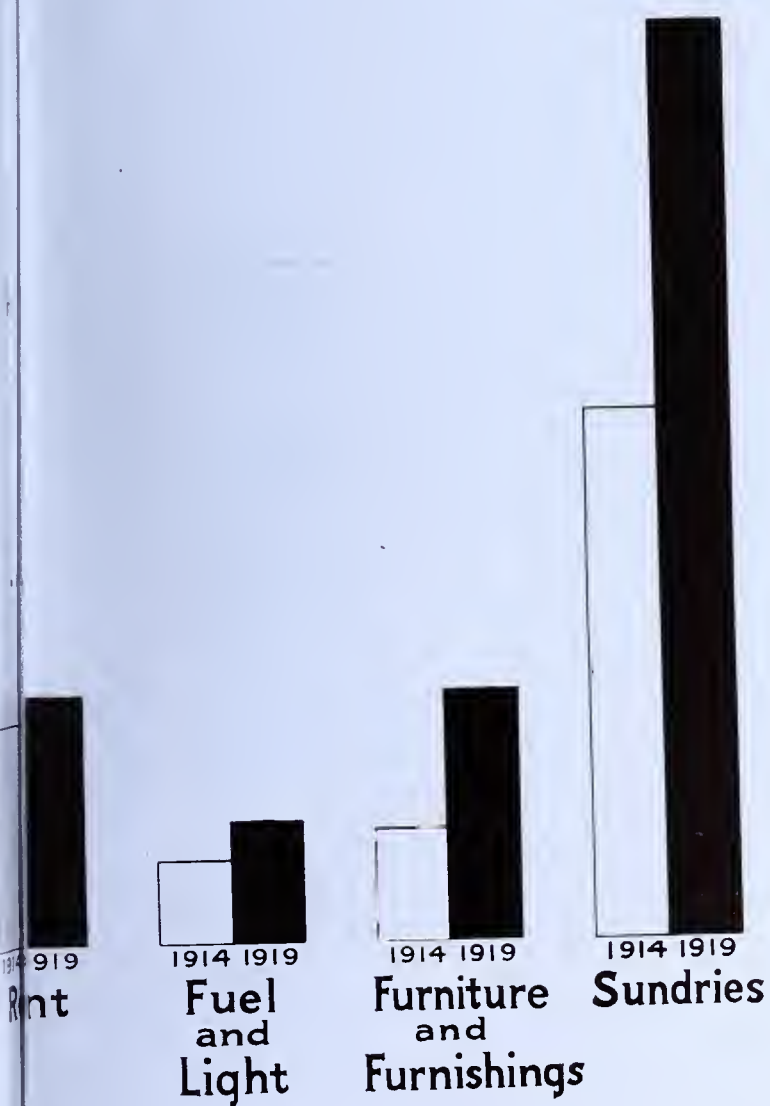
**What
the Professor
Cannot Have
at Present**

**What
the Professor
Can Have
With His
Present Salary**

**Amount a Professor
Compared
He did**



**Must Spend Today
with the Amount
Spend in 1914**



80
75
70
65
60
55
50
45
40
35
30
25
20
15
10
5
0

**Percent of
Increase in Cost of Living
1914-1919
Compared with Increase
in
Teaching Salaries
at
Bryn Mawr**

Source: U.S. Monthly
Labor Review - Sept. 1919
Returns for Philadelphia, Pa.

Percent of
Increase in the
Cost of Living

Percent of
Increase in
Salaries





Facts about Bryn Mawr

Founded in 1880 by the will of Dr. Joseph Wright Taylor,
of Burlington, N. J.

Alumnæ, 1708.

Present Students, 458.

Total Former Graduate students, 1034. Total Former Fellows, 317.

Professors, 23.

Associate Professors, 8.

Associates, 6.

Instructors, 16.

Present Endowment . . . \$3,133,823

Present Income . . . 270,209

Present Expenditures . . . 315,750

Deficit, 1918-19 . . . 45,540

Payroll of teaching staff . . . 128,638

Excess academic expense for each student over tuition fees \$316

Endowment Needed . . . \$2,000.000

The professor

There is a professor at Bryn Mawr who is probably the greatest authority on light in its relation to vision in the United States. For years he has made, at the request of a great national body of physicians, exhaustive studies of the effect of lighting on the eye. His discoveries are raising the sight efficiency of millions, reducing weak vision and blindness. His researches were invaluable during the war. Yet this man receives only \$60 a week, and has been hampered in his work for lack of funds. In business, where the results of efficiency are measured in dollars, he and others like him would be paid at their full value.

The professor's average salary at Bryn Mawr was \$2964 in 1914. To keep pace with the increased cost of living salaries should be increased \$2398 over that figure, nearly 80 per cent. For this increase, the college needs annually an additional \$100,000—the interest on an endowment of \$2,000,000.

All that Bryn Mawr has done would have been impossible without the brilliant men and women, many of whom have since won fame in wider fields, who have taught there. Dr. Shorey of Chicago, Dr. Andrews of Yale, Dr. Giddings of Columbia, President Neilson of Smith; the list is a long one. All she hopes to do will be impossible unless their successors are given the means to live without the harassment of constant financial pressure. The greatest steel company in the world recently advanced the salaries of unskilled workers for the ninth time in four years, a total increase of 144 per cent. The cost of living has advanced 76 per cent; salaries of the Bryn Mawr teaching staff have increased only 8½ per cent in four years. Unless this discrimination against intellectual achievement is removed—and promptly—the brilliant traditions of the Bryn Mawr faculty will be a thing of the past.

A case in point

Miss Helen Herron Taft, Acting President of Bryn Mawr, recently saw a former professor working in a bank. He told her the bank paid more while he was learning the business than he could earn at the profession to which he had given the best years of his life. The bank placed a high money value on his brain. The college would gladly have done the same, but

could not meet the bank's competition. Such is the situation confronting these men and women who are devoted to their profession, but on whom the cost of living imposes an almost intolerable burden. The salaries of associate professors did not advance at all from 1885 to 1916, when the maximum salary was raised from \$2000 to \$2500.

SALARIES AND THE INCOME OF THE COLLEGE, 1918-1919

Tuition Fees Fail to Meet the Undergraduate Teaching Cost by \$121,816.12

	Per Student	Total
Expenditure for teaching Undergraduates, including salaries and other academic expenses..	\$516.40	\$198,816.12
Income from Tuition Fees from Undergraduates..	200.00	77,000.00
Excess of Expenses for Teaching over Tuition Fees	\$316.40	\$121,816.12



INCOME OF THE COLLEGE AND ITS EXPENDITURES, 1918-1919

The Total Deficit of the College for the Year 1918-1919 Was \$45,540.49

COMPARATIVE STATEMENT OF COLLEGE INCOME AND EXPENSES 1918-1919 AND 1914-1915

Sources of Income	1918-1919	1914-1915
From Endowment Investments.....	\$93,868.55	\$76,894.01
From Tuition.....	87,572.05	80,002.53
From Emergency Fees.....	36,150.00
From Halls of Residence and other revenue-producing non-academic buildings (net).....	24,406.90	66,577.66
From Donations for Current Year.....	14,089.16	10,719.90
From Special Funds for Current Year.....	4,798.77	3,057.16
From Examinations, Fees and Fines.....	1,395.35	1,804.29
From Laboratories and other fees.....	6,119.35	7,039.62
From other Non-Academic Sources.....	1,809.69	2,812.66
Total.....	\$270,209.82	\$248,907.83

HOW THE COLLEGE INCOME IS APPORTIONED

Terms of Expenditure	1918-1919	1914-1915
For Teaching Salaries	\$128,638.80	\$110,135.01
Academic Administration Salaries	21,897.28	18,927.21
For Fellowships and Scholarships	29,628.53	24,764.55
For Laboratories	7,916.84	6,970.25
For Library	21,463.39	17,256.01
For Gymnasium	9,452.08	6,302.22
For Religious Service	2,275.88	2,355.58
For Subscription to Foreign Schools	650.00	400.00
For Other Academic Expenses	5,151.64	4,334.53
For Maintenance Academic Buildings	24,173.69	15,122.92
For Academic Administration, Office Telephone, Printing, etc	10,667.21	5,315.72
For Non-Academic Salaries, Office Telephones, etc	12,865.51	11,130.87
For Excess Expense over Receipts, Infirmary	6,004.07	3,048.57
For Excess Expense over Receipts, Llysfran	2,920.54
For Excess Expense over Receipts, Yarrow W. and other buildings	3,062.81	962.79
For Interest Charges	3,364.10	3,670.06
For Other Non-Academic Expenses	4,970.07	694.65
For Maintenance Grounds and Fire Protection . .	10,597.81	7,328.92
For Permanent Improvements	4,522.63	17,327.28
For Unexpended Appropriations carried to next year	5,527.43
	<hr/>	<hr/>
	\$315,750.31	\$256,047.14
DEFICIT	45,540.49	7,139.31

Rent and Board have been advanced for the year 1919-1920 to prevent further reduction of income through the dormitories.

An emergency fee of \$100 per student has been charged to meet increase in the cost of supplies, materials, and all other academic expenses, not including salaries.

But additional endowment alone can meet an increase in salaries.

What Bryn Mawr has done

Graduated 1708 students. There are 1129 former students who did not graduate, and 1034 students who have taken the graduate course.

Educated women from every State in the Union except North Dakota, and from twenty-five foreign countries.

Upheld the standards of higher education, and contributed much to the advancement of learning in women's colleges.

Educated women who have become prominent in the professions of law, medicine and teaching, who have held high positions in business and industry, and who have been leaders in their communities because of their intellectual ability.

Trained workers who were prominent in war activities in this country and abroad, and held important positions under the government and with private relief organizations.

Won recognition of the importance of physical training for women.

Established the first and so far the only graduate department in any independent woman's college, and conferred the first doctor's degree. Stood as a foremost champion of suffrage for women from the early days of the movement.

Given to women's colleges the principle of self-government, which has done much to develop the students' sense of social duty and responsibility.

The Graduate Departments

The Graduate School at Bryn Mawr maintains graduate departments in all liberal and scientific subjects, and includes two highly specialized departments which are models of their kind.

The Carola Woerishoffer Department of Social Economy and Social Research both teaches and investigates the practical business of social and industrial relations. The theoretical instruction is supplemented by practical field work in factories and offices, courts and community buildings, and by social and industrial surveys.

The Department of Education is one of the most advanced in the country, and embodies the newest approved theories of education in this country and abroad. A part of this department is the Phoebe Anna Thorne Model School where children have made amazing records under new teaching methods, and where students in the graduate department have the opportunity to follow the work of expert instructors.

Bryn Mawr and the Future

The service that Bryn Mawr can render is needed as never before. She asks that her hands be strengthened for the task.

Executive Committee

Mrs. F. Louis Slade, *Chairman*

Mrs. Learned Hand

Mrs. Charles L. Tiffany

Mrs. Edwin S. Jarrett

Miss Helen Sturgis

Miss Frances Browne

National Committee

Mr. Theodore N. Vail,

Honorary Chairman

Mrs. Ernest Angell

Mrs. Emmons Blaine

General Tasker H. Bliss

Miss Harriet Bradford

Miss Mary B. Breed,

Mrs. Henry Stanford Brooks

Mr. Henry Bruère

Miss M. Millicent Carey

Dr. Arthur F. Chace

Mr. Irving Chase

Miss Darthela Clark

Rev. Henry Sloane Coffin

Mr. John Crosby

Mr. Frederick A. Delano

Miss Bertha S. Ehlers

Dr. Simon Flexner

Mrs. Richard S. Francis

Dr. Franklin K. Giddings

Mr. Cecil D. Gregg

Dr. Wilfred T. Grenfell

Mr. John Hays Hammond

Bishop Harding

Mrs. Samuel C. Henning

President John G. Hibben

Miss Leila Houghteling

Mrs. Thorndike Dudley Howe

Mr. John Sherman Hoyt

Dr. Susan M. Kingsbury

Dr. Allan Marquand

Dr. Thomas Hunt Morgan

Mr. George W. Perkins

Mr. Herbert Lee Pratt

Miss Marion Reilly

Bishop Rhinelander

Mr. Charles J. Rhoads

Mr. Frank H. Scott

Mr. Otis Skinner

Dr. Paul Shorey

Mrs. Robert E. Speer

Mrs. Marion Ream Stephens

Rev. Anson Phelps Stokes

Mr. Frederic H. Strawbridge

Acting President Helen H. Taft

Hon. William Howard Taft

Dr. F. W. Taussig

President M. Carey Thomas

Rear Admiral W. K. Van Reypen

President George E. Vincent

Mr. Paul M. Warburg

Mr. John H. Waterbury

Dr. Arthur L. Wheeler

Mr. Asa S. Wing

Mrs. Ira Couch Wood

Dr. Hugh Young

